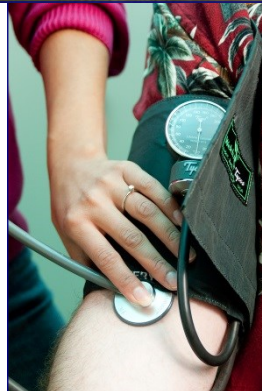


HPMC Occupational Medical Services

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# 2014-2015 Strategic Plan



**Serving Hanford Workers Since 2012**

**HPMC** OCCUPATIONAL  
MEDICAL SERVICES

## 2014 - 2015 Strategic Plan Goals

1. Care Experience
2. Financial Stewardship
3. Workforce Development
4. EMR Implementation

## CARE EXPERIENCE

### Goal 1

Consistently deliver high-quality occupational medical services that are compassionate and patient-centered.

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### 2014-2015 Strategic Initiatives

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- Provide a culture of safety, respect and caring.
- Provide standardized high-quality, occupational medical patient-centered services.
- Anticipate and coordinate patient care transitions through all levels of service, and between all provider types.
- Engage patients, stakeholders, medical providers, and staff in the identification and implementation of process improvement strategies.
- Develop a Patient-Centered Occupational Medical Services Model supported by information exchange, communication systems, and imagination.

## FINANCIAL STEWARDSHIP

### Goal 2

Secure the financial future of HPMC Occupational Medical Services.

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### 2014-2015 Strategic Initiatives

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- Consistently manage within contract budget for both fixed price and cost reimbursable.
- Improve financial analytic capabilities to maximize expense management and support timely, ethical decision-making.
- Train and support managers and leaders in using data and analytics to most efficiently manage operations.

## WORKFORCE DEVELOPMENT

### Goal 3

Recruit, develop, and retain a highly competent, motivated and innovative workforce.

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### 2014-2015 Strategic Initiatives

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- Attract and employ top talent through competitive recruitment strategies, job design, and high career value.
- Develop a leadership system with strong vision and strategy that cultivates high performers, provides clear direction, and promotes front line engagement.
- Ensure workforce is trained in the latest occupational medical services innovations and technology to meet our mission.
- Provide regular training and development opportunities for workforce to support career growth and expansion of responsibilities.
- Initiate an annual talent review process and develop an organizational key talent profile, to address critical organizational workforce needs.

## EMR IMPLEMENTATION

### Goal 4

Move from Occupational Health Manager software to Electronic Medical Business Operations System (EMBOS) software.

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### 2014-2015 Strategic Initiatives

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- The Department of Energy obligates funding to implement EMBOS.
- EMBOS Steering Committee implemented to develop the Electronic Medical Records (EMR) path forward; to include major stakeholders.
- Staff fully trained on EMBOS before system goes live.
- EMBOS paperless system achieved (18-24 months).